Deployment

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Introduction

- ✓ Deployment
  - ➢ Balkans
  - ➢ Iraq & Afghanistan
- ✓ Temporary Change of Station (TCS) and TDY
- ✓ Recruitment
- ✓ Incentives
- ✓ Resources
- ✓ Responsibilities
- ✓ Questions

Deployed DA Civilians

Civilian presence in the Balkans since 1996

51 DA Civilians in Kosovo

Eagle

Sarajevo

16 DA Civilians in Bosnia

Pristina

Bondsteel

Monteith

Balkans Deployment

- ✓ **Pay for deployed civilians includes**
  - **Salary**
  - **HPD – Bosnia 15%, Kosovo 25%, Iraq & Afghanistan 25%**
  - **Danger Pay – Sarajevo 15%, Pristina 20%, all other Balkans locations 25%, Iraq & Afghanistan 25%**
  - **Overtime – Duty hours reduced in response to decreasing requirements, typically in the Balkans 8-10 hours/day, 5-6 days/week.**
  - **Option of TDY or Temporary Change of Station (TCS) – EUCOM approves Hungary/Bosnia in 2000 and Kosovo in 2002. Allows for tours up to 30 months and FPD from day one. Increases stability of work force. Employees TCS'd from Heidelberg are not compensated for TDY travel to Heidelberg.**
  - **Incentives – In Jan 2002, the USAREUR Chief of Staff authorized use of a relocation bonus or an overseas tour extension beyond 5 years.**

Iraq & Afghanistan Deployment

- ✓ **Pay for deployed civilians included**
  - **Salary**
  - **TDY – Tour of up to 179 days, could be extended to 364 days. Incidental expenses of $3.50 per day upon return from deployment.**
  - **Hardship Post Differential (HPD) – 25% of basic salary**
  - **Danger Pay – 25% of basic pay.**
  - **Imminent Danger Pay – Authorized for TDY when Danger Pay is not authorized, prorated daily from 1st day until HPD begins on 43rd day**
- ✓ **Hours of duty – 12 hours a day, 7 days a week.**
  - **Overtime – Employees considered this an incentive because the limitations on the amount of overtime payable every pay period was also waived.**

Comparison of TDY and TCS

TDY	TCS
Up to 179 days with possible extension to 364 days	Up to 30 months
Hardship Post Differential (HPD)* beginning on 43rd day	FPD from the first day
Imminent Danger Pay until FPD begins, if authorized	Danger Pay, if authorized
Receives Incidental Expense of $3.50 per day	No Incidental Expense
Meals and lodging provided	Meals and lodging provided

*Except Iraq & Afghanistan, where after 42 days, FPD begins from the first day. We are currently working to include the Balkans.

Recruitment in the Balkans

- ✓ **Recruitment statistics**
  - **Average one referral list, although some require up to three**
  - **Average two offers made before acceptance, although some up to six**
  - **Some positions must be re-announced**
  - **Lengthy time from offer to entry on the job due to clearance and physical exam requirements**
- ✓ **Detractors**
  - **Remoteness**
  - **Difficult living conditions**
  - **Family separation**
  - **Force protection concerns**

Recruitment Efforts

- ✓ **Actions taken to fill jobs**
  - **Consolidated servicing in single CPAC and CPOC team**
  - **Balkans positions top priority in CPOC**
  - **Worked with other agencies and managers to locate candidates**
  - **Established Strategic Recruitment Plan**
    - **Formal requirements forecasting**
    - **Paid advertising**
    - **Open continuous announcements and dedicated web page**
  - **Positions designated "hard to fill" – allows use of incentives**
  - **Directing TDY as needed when jobs are vacant**
- ✓ **USAREUR-authorized incentives**
  - **Relocation bonus of up to 25% of basic pay based on length of tour**
  - **Extension of overseas tour beyond 5 years – double the time downrange up to maximum of 2 years**

Available Incentives

Incentive	Applicability	Value
Relocation Bonus	Current employees moving from one location to another	Up to 25% of base pay
Tour Extension	Current USAREUR employees on tours	Lengthens period of time in overseas area; employees not counted in “over 5” statistics
Retention Allowance	Current employee likely to leave Federal service	Up to 25% of base pay
Recruitment Bonus	Applicants (not current Federal employees) who have special skills	Up to 25% of base pay
Superior Qualifications Appointment	Applicants (not current Federal employees) with special qualifications	Pay set at higher step than first step in the grade
Repayment of Student Loan	Applicants and current Army employees for recruitment and	Up to $6K per year, NTE $40K (legislation increased limits to $10K and

Balkans Actions

- ✓ **Recruitment**
  - **All positions considered hard-to-fill and require incentives**
  - **Current incentives include relocation bonus and overseas tour extension**
- ✓ **Temporary Change of Station has proved to be an important tool**
- ✓ **Entitlements support both recruitment and retention**
  - **Danger Pay (15 – 25% of base salary)**
  - **Foreign Post Differential (20 – 25% of base salary)**
- ✓ **On site Human Resources Advisor**
- ✓ **Rest & Recuperation Leave (R&R) – authorized 1 per contingency tour (180 days), not to exceed 1 in any 12-month period; must be deployed at least 60 consecutive days before eligible**
- ✓ **Home Leave – Additional authorized for employees assigned to locations with HPD of >10%; 10 days per year for HPD of between 10 and 20%; 15 days per year with HPD of 20% or more**

Resources

- ✓ Civilian Mass Casualty Plan
- ✓ AE Reg 690-47, addresses civilian deployments
- ✓ AE Pam 960-47-1, Handbook for Civilian Deployment
- ✓ AE Pam 690-14, Guide for Civilians Called to Active Military Duty
- ✓ DA Civilian Title 10 Support to Contingency Operations – *The Gray Book*
- ✓ Liberal leave policy for employed family members when sponsors are on R&R and block leave
- ✓ Excused absence policy for employed family members to participate in official reintegration activities
- ✓ G1 reintegration website and handbook
- ✓ CPD website, www.per.hqusareur.army.mil/cpd/

Pre-Deployment Responsibilities

- ✓ **Supervisor responsibilities**
  - **Medical screening**
    - **Physical**
    - **Immunization**
    - **Medical history**
  - **Personnel processing**
    - **EE designation**
    - **Designation of beneficiaries**
    - **Clearance**
    - **Geneva Convention Card**
    - **Passports and Visas**
    - **Orders**
  - **Equipment issue**
  - **Training**
  - **Complete DA Form 7425 that documents completion requirements**
- ✓ **Employee responsibilities**
  - **Personal legal issues**
  - **Register in CIVTRACKS and emergency Contact Data System**
  - **All the above**

CPAC Pre-deployment Responsibilities

- ✓ **Providing assistance in recruitment**
- ✓ **Ensuring civilian employees who will occupy an EE position meet all requirements and conditions**
- ✓ **Providing pre-deployment personnel briefings before civilian employees deploy**
- ✓ **Helping employees with registration in CIVTRACKS and Emergency Contact Data System**
- ✓ **Ensuring employees complete DD Form 93**
- ✓ **Issuing DD Form 1172-2 to obtain a Common Access Card (CAC) with Geneva Convention privileges**
- ✓ **Explaining and answering questions on deployment entitlements and benefits**
- ✓ **Providing the employee with a deployment packet to carry to the contingency personnel support activity and keeping a complete file copy of the deployment packet.**
- ✓ **Notifying the home station manager or supervisor that the employee has attended the CPAC briefing ((3) above) and has been provided the deployment packet**

Redeployment Processing

- ✓ **Medical screening**
- ✓ **Debriefing**
- ✓ **Return of equipment**
- ✓ **Geneva Convention Card**
- ✓ **CIVTRACKS**
- ✓ **Return-to-duty counseling to redeployed employees on entitlements and benefits.**
- ✓ **Post-deployment stress counseling**
- ✓ **Legal issues**
- ✓ **Welcome home ceremonies**
- ✓ **Leave policy**
  - ➢ **Civilians must return to work on full-day schedules. Civilians who wish to take personal time off must request and receive approval for accrued leave. Supervisors should consider a liberal leave policy for their returning civilian employees.**

Questions

- ✓ We have covered:
  - ➢ Deployment
    - Balkans
    - Iraq & Afghanistan
  - ➢ Temporary Change of Station (TCS) and TDY
  - ➢ Recruitment
  - ➢ Incentives
  - ➢ Resources
  - ➢ Responsibilities
- ✓ Are there any questions?